

**MINUTES OF THE COUNCIL OF COMMISSIONERS**

**MEETING NO. 634  
March 21, 22 and 23, 2005  
held in Akulivik**

MINUTES OF THE COUNCIL OF COMMISSIONERS OF THE KATIVIK SCHOOL BOARD

**MEETING No. 634**

**03/21/05**

**RESOLUTION**

**ITEM**

**ANNEX**

	1	Quorum and opening of the meeting	
	2	Notice of meeting	
	3	Appointment of Chairperson	
	4	Adoption of the Agenda	I
	5	Action Sheet - Administration	
2004/05-30	6	Approval of minutes 624 and 627	
	7	Education Sector Representative to Ungava Tulattavik Health Board	
	8	Directive on Suspension and Expulsion of Students at the Regular Sector	
	9	Security in Schools	
	10	Municipal Assistance in School - NV of Salluit	
	11	Anngutivik - Kuujjuaraapik	
	12	Activity Report - Education Services	
	13	Culture Program and Land Survival Program Project	
	14	Education Services - Action Sheet	
	15	Violence in School - "Recommendation from the Board Committee"	
	16	Suspended Student to have Counselling - Kangirsualujjuaq	
	17	When Students Graduate in Kuujjuaq, They are taken out shopping, shouldn't other graduates from smaller communities be taken out shopping? - Kangirsualujjuaq	
	18	Request for Hallway Guard - Kangirsualujjuaq	
	19	Symposium 2005 - Comment on Hockey Tournament - Aupaluk	
	20	Activity Report - Student Services	
	21	Action Sheet - Continuing Education	
	22	Activity Report - Continuing Education	

MINUTES OF THE COUNCIL OF COMMISSIONERS OF THE KATIVIK SCHOOL BOARD

	23	Incident in Salluit	
	24	Action Sheet - Equipment Services	
2004/05-31	25	School Busses - 2005/2006	
2004/05-32	26	Utility Vehicles 2005/2006	
2004/05-33	27	Major P.C.P. Projects 2005/2006 School Year	<b>II</b>
	28	School Bus Supervisor Requested - Kangirsualujjuaq	
	29	Full-Time School Bus Driver Requested - Kangirsualujjuaq	
	30	Request for fuel for Maintenance worker when they go on Vacation - Kangirsualujjuaq	
	31	Request for more funding for Maintenance Worker's Work Clothes - Kangirsualujjuaq	
	32	Taqsakallak School Gymnasium Extension - Aupaluk	
	33	Request for a loader - Kuujjuaraapik	
	34	Healing Project	<b>III</b>
2004/05-34	35	A Partnership to Lead the Way for Our Children	
	36	Activity Report - Human Resources	
	37	New Positions	
2004/05-35		New Position of Heavy Vehicle Driver	
2004/05-36		New Position of Secretary	
2004/05-37	38	Abolition of a Position / Document Technician	
2004/05-38	39	Our of court Settlement for Walter Vernon	
2004/05-39	40	Relocation Update - Plan for Training Package	
	41	Activity Report - Finance Services	
	42	Result of Analysis by MEQ for 2003/2004	<b>IV</b>
2004/05-40	43	Taxation of Subsidized Benefits of Beneficiary Employees South	
	44	Culture Class - Aupaluk	
	45	June Council Meeting Postponement	
	46	Interviews for Hiring Teachers	

MINUTES OF THE COUNCIL OF COMMISSIONERS OF THE KATIVIK SCHOOL BOARD

- 47 School Administration - Kuujjuaq
- 48 Isummasarvik / Arsaniq School Names
- 49 Request for New School - Puvirnitug
- 50 New Classroom Outside of the School in Puvirnitug for  
IPL Class

**CLOSING OF THE MEETING**

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**MEETING 634**

Minutes of a meeting of the Council of Commissioners of the Kativik School Board, for the School year 2004-05, held in Akulivik on March 21, 2005.

**PRESENT:**

Sarah Aloupa	President	Quaqtaq
Alice Nalukturuk	Executive Member	Inukjuaq
Charlie Watt Jr	Executive Member	Kuujjuaq
Sophie Keelan	Commissioner	Kangirsualujjuaq
Sarah Eetok Cain	Commissioner	Aupaluk
Lukasi Pilurtuut	Commissioner	Kangirsujuaq
Adamie Kalingo	Commissioner	Ivujvik
Adamie Alayco	Commissioner	Akulivik
Mary Roussel	Commissioner	Kuujjuaraapik
Noah Crow	Commissioner (arrived 3/22/05)	Umiujaq
Tamussie Sivvuraapik	Commissioner (arrived 3/ 21/05 at 11:30)	Puvirnituk

**ALSO PRESENT:**

Annie Grenier	Director General
Mary Aitchison	Assistant Director General
Harriet Keleutak	Secretary General
Chanh Ma Quang	Director of Finance Services
Patrice Beaumelle	Director of Equipment Services
Lana Desmarchais	Director - Human Resources
Betsy Annahatak	Assistant Director of Education Services
Cliff Byrnes	Coordinator - Curriculum
Paul Khatchadourian	Director of Student services
Danielle Bergeron	Director of Continuing Education
Gordon Cobain	Director of Information Technology
Sala Padlayat	Curriculum Developer
Mary Elijassiapik	Curriculum Developer
Adamie Inukpuk	Curriculum Developer
Moses Idlout	Curriculum Developer
Amaly Anautaq	Curriculum Developer
Ida Ningiuk	Curriculum Developer

**ABSENT:**

George Haukai	Vice President (Makitautik responsibility)	Kangirsuk
Peter Angatuk	Commissioner (Medical)	Tasiujaq
Willie Keatainaq	Commissioner (Personal)	Salluit
Charlie Alaku	KRG Representative (Hunting)	Kangirsujuaq

**1 QUORUM AND OPENING OF THE MEETING**

With a quorum of the members of the Council of Commissioners of the Kativik School Board being present at 9:00 a.m. on March 21, 2004. with an opening prayer led by Adamie Alayco.

Deputy mayor Markusie Anutaq came to welcome the commissioners and informed them that they can request for help at anytime with anything.

**2 NOTICE OF MEETING**

The President ascertained that all members of the Council of Commissioners have received notice of this meeting.

**3 CHAIRPERSON**

Sarah Aloupa, the President is appointed to chair this meeting.

**4 ADOPTION OF AGENDA**

Sarah Aloupa reads the agenda. The Agenda was modified and adopted as attached to the minutes as **Annex I**.

**5 ACTION SHEET - ADMINISTRATION**

Commissioners were to inform their community about the changes that has been requested.

Action item #1 - Lizzie York said that they will have the financial statements reviewed by the auditors and they were suppose to get them but never got their copies.

**6 APPROVAL OF MINUTES 624 AND 627**

On a motion duly moved by Adamie Alayco and seconded by Adamie Kalingo it was unanimously resolved to adopt the following resolution no. 2004/05-30, with 9 in favor and 6 absent.

RESOLVED:

THAT the minutes of the Council of Commissioners meeting numbers are hereby approved as the correct records of the meetings:

624 - October 25-28, 2004 - Kangirsuk

627 - December 7-10, 2004 - Montreal

**7 EDUCATION SECTOR REPRESENTATIVE TO UNGAVA TULATTAVIK HEALTH BOARD**

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A letter was sent to Annie Grenier concerning the representative of KSB to Tulattavik informing her that the KSB representative was missing too many meetings and they would like someone to replace him.

A reply letter will be sent to Madge Pomerleau to tell her that the commissioners decided to keep Peter in his position and that they will talk to him about this situation.

**8 DIRECTIVE ON SUSPENSION AND EXPULSION OF STUDENTS AT THE REGULAR SECTOR**

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Mary Aitchison made a presentation on directive on suspension and expulsion of students at the regular sector. She also said some changes had to be made to these directives to comply with the needs that some communities have voiced.

Mary stated that for expulsion it should be the decision of Executive committee

Commissioners will have to consult their Education Committees when they go back to their community.

Sarah suggest that after they meet with their Education Committee they can write their recommendations to Mary and Betsy's department.

**9 SECURITY IN SCHOOLS**

Claude Gilbert talked about the security in school. He informed the meeting that the federal government has made changes to criminal code of Canada to include negligence in the work place that can be used as a criminal charge to a Corporation (Organizations). They will have to conduct a survey in the potential security hazard areas to do some prevention. Bill C-45 was enforced in March 31, 2004.

Patrice Beaumelle illustrated something that happened to school this morning. The fire alarm panel was open and he checked with the center director and was told that the maintenance man pull it off because the alarm was on and neglected to have it fixed and it can be a cause for a lawsuit. Even individual can be held responsible if they knew they were security hazard in the school. They will try and inform all administrators to sensitize them to these laws and are planning to form a CSST committee. There is a lot of work to do since we have many buildings but it is a big concern with the new law.

Annie Grenier said that it is a concerned that it is an urgent need because as administrators or workers we can be held responsible for criminal negligence and they will find out from other school boards to form a committee.

Alicie Nalukturuk would like to know who is responsible to have the snow removed in front of the exits in school?

Patrice responded by saying that it is the responsibility of the local administration.

Alicie Nalukturuk would like the snow removal in front of the exits in school be taken care of and name someone locally to be responsible for that.

Patrice Beaumelle responded by saying that he will work on it. He also said that everywhere in schools security should be a concern. And they will enforce to the maintenance men that they have to work with security boots to avoid lawsuits, it will be a new way of working but we have no choice. We cannot take chances.

Adamie Kalingo would like clarification on which employees they are talking about?

Claude Gilbert responded by saying that everyone is involved. But the people who would be upfront would be the administrators.

Patrice added by saying that even excursion we have to make sure it is secure.

Patrice also talked about what happened in Salluit to prevent another incidents. He has put \$200,000 aside to install security in the schools. They will install cameras in Salluit as a pilot project, if the commissioners agree he can have it installed. It would be 24/7 recorded on the computer. If the system is good they would install in all communities. He will be able to give more details at the next commissioners meeting. It will cost \$12,000 per school approximately.

**10 MUNICIPAL ASSISTANCE IN SCHOOL - N.V. OF SALLUIT**

Sarah Aloupa read the letter from the mayor of Salluit. This issue will be discussed further at this meeting.

Betsy says that she can work with Cliff to implement the request of the people of Salluit.

Annie wonders if this project can be done in all communities.

Betsy says that they will work on the implementation of this request.

**11 ANNGUTIVIK - KUJJUARAAPIK**

Mary Roussel would like to know how they can put their school in the magazine.

Sarah Aloupa responded by saying that Debbie gives notices.

**12 ACTIVITY REPORT - EDUCATION SERVICES**

Cliff Byrnes gave report on the activities that have been done under his supervision. These following courses and workshops have been done since January 2005: Secondary mathematics forum; Safety in our school labs; Kujjuaq regional health Office; Meeting with MEQ; Management meeting; Symposium in Kuujjuaq; Meeting with Career Choice/Guidance Ped. Counselor; Dream catcher conference; Meeting with the Grade 3 Implementation team; Reform on Eductaion; Career Choice/Guidance Ped. Counselor: project update; IPL - Project update; Project updates.

Tamussie Sivuiaraapik would like to know who he does his planning with? Cliff replied by saying that they do planning with the pedagogical counselors and teacher.

Alicie Nalukturuk would like to know about the reform? Cliff replied by saying that what have been suggested will have to be explored and that they might need the needs of the students better. Alicie says that it would be really good for our students.

Alicie also asked how to find the teacher for IPL if they are going to develop the skills, because teachers mostly are specialized in one subjects. Cliff replied by saying that they would have to find teachers that can offer many different areas.

Mary Roussel would like to know if he is talking about the request of Kuujjuaraapik. Cliff says that he has spoken to the principal and they are trying to find ways.

Mary Aitchison gave a report on the training and research report.



Teacher training will be held in Kangirsujuag this summer if not it will be done in Kuujuaq or Salluit.

Sarah Alopua wanted to know if the teacher training will still be going to Inukjuak to save money. Mary replied by saying that they do go there when permitted.

Lukasi Pilurttut wanted more elaboration on the deaf students excursion. Mary replied by saying that Paul Anowak did something that has not been done before. He made a request for funding from Makivik and received some funds, which will be used to take the deaf students on the excursion.

Sarah Airo's report is in the meeting kits if they want to be read.

Gordon Cobain gave a report on Information Technology department.

**13 CULTURE PROGRAM AND LAND SURVIVAL PROGRAM PROJECT**

Betsy Annahatak explained that they have been doing two years pilot project on land survival in Inukjuak. They have collected information and made program with it, which will be used as another pilot project this year and Moses Idlout is giving the course in Inukjuak.

Mary Elijassiapik made a presentation on their project. She explained that culture courses are given in 40 minutes in every community once a week.

Ida, Sala and Adamie explained all the challenges they face for the culture course given. The fact that orders are not done properly will have to be amended. When they order tools they are sent the wrong ones.

They also have a major problem with multi level classes and would like to have them separated in order to give proper education.

They also have requested a place be built to have proper equipment for culture classes.

The culture teachers have also refused to take courses since they do not get credits.

Ida Ningiuk and Moses Idlout explained the challenges they face when giving the land survival course. They explained that 40 minutes is not enough to give the course and they do not have a homeroom and that they do not have enough hours for excursions.

In order to give proper land survival skills they need to have one level class rooms.

Ida, Mary E. and Moses Idlout gave a brief report on the context of the programs.

Adamie Alayco wonders if it would be sufficient to add more time and get more materials and he knows that in every community they have asked to get more time.

Alicie Nalukturuk says that since they have encountered many problems with their pilot project so she thinks that it is better to perfection it before spreading it to all communities. She also thinks that each community should decide locally how much time they will allocate to culture classes. As for the materials when they are ordered they have to be

handle by someone who knows where they are going and what they will be used for. Most of the centre directors are female and does not know what to do with the tools and materials that arrive by sealift.

Tamussie Sivuaraapik says that many things have to be learned by both sexes. For example male should be taught how to make bannock or how to make woven belts.

Amaly Anutaq would like to know if the commissioners ever taught of building a school with the help of Avataq, Makivik and other education stakeholders?

Mary Elijassiapik says that children have to be taught early so that they will be able to handle everything.

Betsy Annahatak says that they will work on the time allocation and that they will work on the separation of subjects and separate things that can be taught with Avataq. They also have to consider the proposal made by Nunavik government negotiators. They will decide what has to be taught in school and what can be taught outside of the school. They are also working to make sure that Inuttitut be taught even in post-secondary education. She also says that it is difficult right now how this will turn out because they will have to give up some things when Nunavik government comes into effect since some of them would be taken by Cultural entity.

Mary Aitchison said that they have been following the curriculum objectives of the government. They will have to think about many things when creating the curriculum. She also said that they will have to work hard not to loose what they have gained from JBNQA when the new Nunavik government comes into effect. Governments have been trying to take their right to teach Inuttitut. Everywhere they have been told to work like the southern education system but have insisted that they work with the KSB mandate.

Adamie Inukpuk said that they have been asked to make two Qajaq by Saputiit youth association that will be used for their Qajaq trip this summer leaving Kuujjuaraapik and he is also proud of the work that students have learned and were able to sell them to hunter support.

Noah Crow says that they hired a Qallunaq to teach culture since they do not provide enough hours.

Sophie Keelan says that she is happy to hear what has been said because they will be useful in the lives of the students and she also knows that in Kangirsualujjuaq they lack time for their project. She would also like the girls to be taught how to make ropes from sealskins so that they can help their families. And she encourages the pedagogical counselors to keep up with their work since it is a very useful skill.

Tamussie Sivuaraapik says that he would like the students to be taught on how to ride and manage dog sleds in the school.

Adamie Inukpuk responded by saying that it is part of the curriculum.

Mary Aitchison says that the threat that we receive from the government has actually made us stronger in our need to preserve our culture and language.

**14      EDUCATION SERVICES - ACTION SHEET**

Action sheet #3: They met in January to discuss with all the departments involved. Much more work is still needed and they are in the process of planning for future. They will meet with the implementation committee to talk about this issue and the evaluation forms are being worked on.

Action sheet #4: Betsy has spoken to Avataq and they are going to show the commissioners of the work they do at the school board level and if need be they would consult with other organization.

Action sheet #5: Betsy said that in Kangirsujuaq they have a building that they use for culture classes and that building belongs to the teacher and they have been using it. Lukasi Pilurtoot thinks that the reason why may be because that building is efficient and has all the required tools. Betsy says that during their school organization they will decide how this will be done.

Action sheet #6: Mary said that she does not have the full details. Lana elaborated by saying that this teacher received his visa to work. Sophie Keelan said that he has been paid and gotten his proper papers to work.

Action sheet #7: Betsy said that for the next school years school organization they will look into it. Mary Aitchison says that if it is a request the need has to be met. They cannot decide that they will not give a course because of the time effectiveness by the teachers. It is written in JBNQA that religion should be given as a course.

Action sheet #8: Betsy said they gave a course to culture teachers on firearms safety course with a teacher from Quebec city. The teachers have different levels so she suggested that four or five teachers be given the course together and have their materials translated to Inuttitut and they have requested for rifles to be used at the course.

Betsy Annahatak gave a report on Education services and Curriculum development.

Tamussie Sivuaraapik would like to know if Mario Aubin have said anything on survival school. Betsy responded by saying that they have not heard anything from him but she can try to link all the courses given by different organization in Nunavik. Also she will try and send Sala Padlayat or Adamie Inukpuk to follow the course.

Mary Aichison added by saying that she is proud of the work that has been done. She also said that they still have to work on many files and they are grateful for the guidance given by commissioners.

**15 VIOLENCE IN SCHOOL - "RECOMMENDATION FROM THE BOARD COMMITTEE"**

Betsy explained that they had a board committee meeting in Kangirsujuaq.

Mary Aitchison added by saying that they are doing more work after the symposium on these issues and that every effort is being done.

Betsy says that she presented this recommendation as per the request of board committee and she also says that all schools are waiting for KSB to make a move on these issues. She also fears that teachers might quit their jobs so they will have to do something about this important issue this spring.

Mary Aitchison said that not all students have major problems but a greater number of students have problems and that they cannot keep up with all the demands and the school principals are tired of dealing with these issues on daily basis and need support.

Alcie Nalukturuk would like to know how we can answer their request to get a formal answer.

Mary Aitchison replied by saying that they have taken measures to deal with this problem such as symposium 2005 and they are working hard to find solutions.

Sarah Aloupa added by saying that she went to Salluit after the crisis and that if we support each other and work hard that we can achieve our goals. There are many good things and bad things that have been happening everywhere in schools and that we should work hard together.

Tamussie Sivuraapik says that they had a meeting with Inulitsivik board and heard that some teachers wanted to quit and leave everything after the incident and thinks that the teachers should be given full support after the incident.

Mary Aitchison added by saying that the school wait too long to do something about their problems and that they should request for help as soon as they need it.

Charlie Watt Jr. says that they had a meeting in Kuujjuaq and wanted to know why the Friday afternoon meetings that they had every month with Education services was discontinued? Also they had problems with discipline in Kuujjuaq and that they will go on F.M. to ask for parental support on disciplining issues.

Mary Aitchison added by saying that the monthly meetings were discontinued because of the time needed for students to be in the school. The meetings were using student time. They have to figure out how this can be done.

Charlie Watt Jr. would like a formal answer be sent to the principals.

Betsy added by saying that in their school organization that they will get their answers.

Sarah Aloupa says that after all the problems that they had, many teachers have been talking and not all say the truth. Media have been calling everywhere to get information so it is good to tell them to call Debbie Astroff at KSB office in Montreal.

Mary Aitchison would like to know based on the language policy, subjects have to be covered and if they are not followed properly who do they consult? Since the policy was passed by commissioners.

Charlie Watt Jr. responded by saying that some do not agree and some agree and he understands that they follow policies.

**16      SUSPENDED STUDENTS TO HAVE COUNSELLING - KANGIRSUALUJUAQ**

Sophie Keelan said that the students that are suspended from school should have counseling so that when they go back to school they can have a fresh start. And so that the students can know that they are being supported, when some homes have problems students have poor performances in school.

Mary Aitchison responded by saying that they have put the directive on suspension and expulsion of students at the regular sector on the agenda so that something can be done. And to make suggestions on how to deal with students that are suspended.

Betsy added by saying that they will look into these issues.

**17 WHEN STUDENTS GRADUATE IN KUUJJUAQ, THEY ARE TAKEN OUT SHOPPING, SHOULDN'T OTHER GRADUATES FROM SMALLER COMMUNITIES BE TAKEN OUT SHOPPING? KANGIRSUALUJJUAQ**

Sophie Keelan says that students who are top graduate are sent on trips and they would like to know how it can be done or if other communities can have the same opportunities.

Mary Aitchison responded by saying that students raise funds on their own to fund their trips. Government does not provide funding for these kind of trips

**18 REQUEST FOR HALLWAY GUARD - KANGIRSUALUJJUAQ**

Sophie Keelan would like to know if they could hire hallway guard.

Sarah Aloupa responded by saying that this issue will be deal with when Security in Schools is being discussed.

Patrice Beaumelle responded to Sophie's request by saying even though it is not his department to hire these people that it would be costly and that the cameras that would be installed would do some of the job of the hallway guard.

Annie Grenier talked about a recent incident somewhere in the states about a young man who was on a shooting rampage and she says that it makes you wonder how to deal with this issue.

Sarah Aloupa asked Lukasi Pilurttut if the hallway guard has been helpful?

Lukasi Pilurttut responded by saying that it very helpful to have a hallway guard but one guard is not sufficient. And he also said that cameras would be helpful but wonders if the cameras would be just another task for the administration. He also stated that they have hired a guard through funding from Sanarrutik agreement.

Adamie Alayco thinks that if we are going to hire hallway guards that we should include in their job description for the securities.

Sarah Aloupa responded by saying that a request will be sent to the government and to Municipal council to get funding through Sanarrutik.

Patrice said that they will re negotiate for the budget rules with the governments and they could try and get funding for hallway guard.

Alicie Nalukturuk says they also have a school outside of their school that kindergarten are taught in and they have no administrators in the building there is no one to act as security.

Patrice responded by saying that is the reason why they are forming a CSST committee and they will have to review. He also says that the management of keys will have to be looked into.

Mary Aitchison said that we would have to be careful about planning this since we cannot have students that need guards all the time. Some schools allow only few people to have keys and she thinks that the management of keys would not be a problem.

Adamie Kalingo would like to know if they will be given a mandate to do something when they get back home or pretend that nothing happened?

Sarah Aloupa responded by saying that there is a lot of work to be done among the administrators and staff and they will do pilot project in Salluit with cameras and they have to find funding for hallway guards yet they can inform the people of the work that is being done.

**19 SYMPOSIUM 2005 - COMMENT ON HOCKEY TOURNAMENT - AUPALUK**

Sarah Eetok Cain wanted to know if they will put aside the time for hockey tournaments. Jason Annahatak said during the symposium 2005 that these activities interfered with the school.

Betsy responded by saying that they have been looking in the symposium minutes and some things are to be implemented and they are still working on it, including this issue.

Mary Aitchison added by saying that they agree it interferes with the school and that youth should be allowed to attend these activities. And that they will look into making time for hockey tournaments and that time should be put aside in the school calendar.

Sarah Aloupa would like KRG to send their activity calendars.

**20 ACTIVITY REPORT - STUDENT SERVICES**

Paul Khatchadourian gave his report on Student Services activities.

Lukasi Pilurtoot would like to know if French students that are graduating this year will have to be delayed.

Paul responded by saying that he received a letter saying that if the strike continues they might have to decide how to proceed. At this point they do not know, but they will vote tomorrow on what to do with the strike.

Alicie Nalukturuk wonders why student beneficiary status change.

Paul responded by saying that some had their status changed from beneficiary to out of territory.

Alicie Nalukturuk would like to know if the people that are graduating from Social Services courses will graduate since some of them were in Montreal to complete their studies.

Paul responded by saying that it might not be affected. But it will be based on the decision of the health board.

**21 ACTION SHEET - CONTINUING EDUCATION**

Action Sheet item - # 11 Danielle Bergeron informs the meeting that this would be a pilot project on E-learning. It would require funding because it is quite expensive to develop.

**22 ACTIVITY REPORT - CONTINUING EDUCATION**

Danielle Bergeron reported that since the last incidents that the teachers have been asking for Crisis intervention training. During their August pedagogical days they will plan a course.

Also in Nunavimmi Pigiursavik they will start a security process.

In Nunavammi Pigiursavik they have also been threaten by a person who have been calling after an interview requesting to get a job. They have been involving the police because it is getting serious.

Sarah Aloupa added by saying that this particular person who has been threatening the administration has been calling to question why he cannot get the job.

Danielle informs the meeting that they have 2 daycare course. 1 in Kuujjuaq and 1 in Tasiujaq.

Video Production - Naalak Nappaluk story is being finished on how to make an Avataq. Also a video on Teaching in Nunavik and butchering in traditional way.

Small appliance repair will be offered to all communities.

**23**      **INCIDENT IN SALLUIT**

Danielle informs the meeting that they went to Salluit with consultants and administration. Upon arrival they met with the police and then with the staff and then students. The consultants were really helpful. They also met with the Mayor and Education committee and teachers of regular sector.

The consultants met with Mary to give a report. Annie Grenier added by saying that they will meet as management committee tonight and they would be able to give report after.

For now they will install cameras at they entrances in Salluit School which they will talk about more later on. Annie also added by saying that the consultants were really helpful and they would like to use their services more often at the next school year, they have made recommendations and it will be tabled later on.

Sarah Aloupa read the letter of Michael Cameron.

Danielle Bergeron says that the daycare course given in Salluit is suspended for now, the teacher left but has promised to come back. And for the upgrading course the students have been transferred to Inukjuaq. And the teacher who was injured is still in the hospital, and they are concern for her ability to move her right arm and leg.

Danielle says that they might not be able to use their center in Salluit and they will have to decide before June for the next school year.

Qallunaat teachers would like Inuttitut courses in Quaqtuaq. Danielle replied by saying that she will look into it.

Mary Roussel would like to know who pays the salary of the Adult Education teacher. Danielle replied by saying that KSB does pay her salary.

Mary Roussel would like to know if the teacher can be replaced when she leaves, because when she leaves she leaves for a long time. Danielle replied by saying that she can be replaced.

Mary Roussel would like to know if the teacher can decide who can be in her class because she picks her she wants in her class. Danielle will verify.

**24**      **ACTION SHEET - EQUIPMENT SERVICES**

Action Sheet # 12 - They will built two match boxes to make a culture class and that will leave an extra room at the school.

Action Sheet #13 Patrice already gave copies to Mary Roussel.

Patrice says that they will rebuild the school in Kuujjuaraapik this summer and it has been approved by the MEQ and Kuujjuaraapik Education Committee. And they should be able to start this summer.

They are also working on detail plan and specification and it has been approved by Education services and that the MEQ will give an answer in April 2005.

**25**      **SCHOOL BUSSES 2005/2006**



Patrice explained that they would send a bus that is in Aupaluk to Kuujjuaq and purchase a new 4X4 in Aupaluk and a new bus for Umiujaq.

On a motion duly made by Tamussie Sivvuraapik seconded by Charlie Watt Jr. it was unanimously resolved to adopt the following resolution no. 2004/05-31 with 11 in favor and 4 absent.

WHEREAS the 1995 Ford B800 36 passenger school bus used in Umiujaq is now in need of extensive repairs, and

WHEREAS the 1995 Ford B800 54 passenger school bus currently in use in Kuujjuaq is now in need of extensive repairs, and

WHEREAS the costs of affecting the necessary repairs would exceed the value of the vehicles;

WHEREAS the 2004 school bus in service in Aupaluk should be replaced by a four wheel drive;

RESOLVED:

THAT the Quebec Ministry of Education be and is hereby requested to authorize and finance the replacement of the 1995 36 passenger school bus currently in service in Umiujaq by a new 54 passenger school bus to be put in service for the 2005/2006 school year;

THAT the Quebec Ministry of Education be and is hereby requested to authorize and finance the replacement of the 1995 54 passenger school bus currently in service in Kuujjuaq by a new 54 passenger school bus;

THAT the new 54 passenger school bus be put in service in Aupaluk for the 2005/2006 school year;

THAT the 2004 54 passenger school bus currently in service in Aupaluk be transferred to Kuujjuaq.

**26 UTILITY VEHICLES 2005/2006**

Patrice informed the meeting that they will purchase 2 new vehicles for Inukjuak and Salluit and 2 used vehicles for Kuujjuaq and Quataq. They will have to purchase used vehicles in order to make the budget meet.

On a motion duly made Adamie Alayco seconded by Alicie Nalukturuk it was unanimously resolved to adopt the following resolution no. 2004/05-32, with 11 in favor and 4 absent.

WHEREAS the 1990 F350 truck currently in service in Salluit is now in need of extensive repairs;

WHEREAS the 1993 Nissan pick-up truck currently in service in Kuujjuaq is now in need of extensive repairs;

WHEREAS these vehicles were scheduled for replacement in 2005;

WHEREAS a second pick-up truck is deemed necessary in the community of Quaqtaq to replace the 1994 F150 pick-up truck damaged;

WHEREAS an extra pick-up truck is deemed necessary in Inukjuak for maintenance services;

RESOLVED:

THAT Transport Services be and is hereby authorized to take the necessary actions so that the vehicles be replaced by the following:

Salluit: One new F150 standard cab

Kuujjuaq: One used F150 standard cab

Quaqtaq: One used F150 standard cab

Inukjuak: One new F150 standard cab

THAT Transport Services be and is hereby authorized to take the necessary actions to dispose of the trucks in question.

**27 MAJOR P.C.P PROJECTS 2005/2006 SCHOOL YEAR**

Patrice explained that they will do some projects in Kuujjuaq, Kangirsujuaq, Salluit, Akulivik, and all communities for security system.

On a motion duly made by Sarah Aloupa, seconded by Lukasi Pilurtoot it was unanimously resolved to adopt the following resolution no. 2004/05-33 with 11 in favor and 4 absent.

RESOLVED:

THAT the proposed Major P.C.P. projects listed for 2005/2006 school year, copy of which is attached to the minutes as **Annex II** be and is hereby approved.

THAT the list can be revised if need arise according to emergency situation.

**28 SCHOOL BUS SUPERVISOR REQUESTED - KANGIRSUALUJUAQ**

Sophie Keelan says that there are too many problems inside the school bus, they would like to get a supervisor besides the driver to handle the children and to be a brigadiere.

Patrice responded by saying that he could ask the MEQ during their budget rule negotiation.

**29 FULL-TIME SCHOOL BUS DRIVER REQUESTED - KANGIRSUALUJJUAQ**

Sophie Keelan says that they would like the bus driver to get their time become full time.

Patrice says that he will have to analyze the situation with Rick and get back to them.

**30 REQUEST FOR FUEL FOR MAINTENANCE WORKER WHEN THEY GO ON VACATION - KANGIRSUALUJJUAQ**

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Sophie Keelan says that the maintenance man requested gas subsidy when going on vacation.

Patrice responded by saying that the school board does not provide these subsidies.

**31 REQUEST FOR MORE FUNDING FOR MAINTENANCE WORKER'S WORK CLOTHES - KANGIRSUALUJJUAQ**

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Sophie Keelan says that the maintenance man requested extra funding because what they get is not sufficient.

Patrice says that they are working on the security system and they will work as well on their clothes.

Annie suggested that the KSB buys the clothes and send them to the maintenance men.

Patrice says that they would look into it.

**32 TAQSAKALLAK SCHOOL GYMNASIUM EXTENSION - AUPALUK**

Sarah E.Cain says that she would like to know when they are planning to extend the gymnasium.

Patrice responded by saying that the population of Aupaluk has not increased and they do not foresee in the near future for the school extension and it could take couple of years before they do anything.

Sarah E. Cain asked if it was not already planned?

Sarah Aloupa responded by saying that it was but they have a hard time with the government.

Adamie Kalingo wonders if the five-year plan does not apply anymore.

Sarah Aloupa says that they are not in effect anymore because the government changed everything.

**33 REQUEST FOR A LOADER - KUJJUARAAPIK**

Carolione Alexander read the letter from Mary Hannah Angatookalook asking to get a loader to do some shoveling near the school and KSB houses.

Mary Roussel elaborated by saying that Municipal services are reluctant to do the work.

Patrice responded by saying that they have different contracts with different people for the snow removal. He will check with Terry how it is done in Kuujjuaraapik.

Sarah Aloupa asks Patrice to write a letter to the mayor to ask him who is responsible for the snow removal of public roads.

Alicie Nalukturuk would like to know if it is not the responsibility of the tenant (teacher) to clear their own stairs.

Patrice says it is the responsibility of the tenant (teacher) to clear their own stairway.

Adamie Kalingo says that it is the responsibility of the municipalities to inform their employees of their responsibilities.

Tamussie Sivvuraapik would like the female teachers to get help with shoveling.

**34 HEALING PROJECT**

Mary Aitchison made a presentation on healing project.

Harriet Keleutak read the report, which is enclosed in the minutes as **Annex III**.

Charlie Watt Jr would like to know if this would interfere with other work of the president since they have a full load already.

Sarah Aloupa says that the workload of the co-chairs is a full load and she is reluctant to take it because she fears that she might be the only person to handle everything.

This item will be discussed again at the Executive level.

**35 A PARTNERSHIP TO LEAD THE WAY FOR OUR CHILDREN**

Sarah Aloupa says that they need to appoint someone to the joint working group.

On a motion duly made by Cahrlie Watt Jr. seconded by Mary Roussel, it was unanimously resolved to adopt the following resolution no. 2004/05-34, with 11 in favor and 4 absent.

WHEREAS there was a symposium on "leading the way for our children" (held in Kuujjuaq from February 15 to 17, 2005), which addressed social issues that affect the wellbeing of all citizens of Nunavik, particularly the wellbeing of our children;

WHEREAS the participants: students, Education Committee members, Administrators and teachers, Mayors, Avataq and elected representatives of NRBHSS, Saputtit, Makivik, Kativik Regional Government, Diocesses of the Arctic, Kativik School Board, Kativik Regional Police Force, Nunalituqait Ikajuqatigiittut, Taqramiut Nipingat, Tullatavik and Inuulitsivik, all agreed that parental, community and regional partnerships are crucial to

implement real social changes for our population;

WHEREAS to foster partnership at the local and regional level there is a need to mandate the representatives of all the body/groups to ensure follow-up on the action plans;

WHEREAS the participants during their workshops identified and proposed plans of action to implement social changes;

THEREFORE IT IS RESOLVED:

THAT Kativik School Board agrees to contribute to establish a joint working group which mandate should be to follow-up on the implementation of the action plans that emerged from the Symposium in Kuujuaq along with all interested participant bodies as mentioned in the preamble.

THAT this joint working group seeks to foster local and regional partnership that will put down the guidelines for positive social changes with a view to building the future of our children.

THAT Sophie Keelan be appointed to this joint committee working group.

**36 ACTIVITY REPORT - HUMAN RESOURCES**

Lana Desmarchais informed the meeting that they continue their daily tasks at human resources and payroll department. They have been working on teachers recruitment and it gets more difficult because they lack teachers even in southern schools.

**37 NEW POSITIONS**

**NEW POSITION OF HEAVY VEHICLE DRIVER**

Lana informed the meeting that transport department requires a heavy vehicle driver in Kuujuaq at Pitakallak school.

On a motion duly made by Adamie Alayco seconded by Lukasi Pilurtoot, it was unanimously resolved to adopt the following resolution no. 2004/05-35, with 11 in favor and 4 absent.

WHEREAS there is a need to create a regular full-time seasonal position of Heavy Vehicle Driver within the Transport Department for the school in Kuujuaq.

WHEREAS the Council has truly reviewed the reasons justifying the request of the Transport Department;

THAT a new regular full-time seasonal position of Heavy Vehicle Driver for the Pitakallak school in Kuujuaq be and is hereby approved effective today.

**NEW POSITION OF SECRETARY**

Lana informed the meeting that Education services requires a secretary in Kuujjuaq at Pitakallak school.

On a motion duly made by Sarah Aloupa seconded by hammusie Sivuraapik, it was unanimously resolved to adopt the following resolution no. 2004/05-36.

WHEREAS there is a need to create a regular full-time secretarial position within the Education Services Department for the school Pitakallak in Kuujjuaq.

WHEREAS the Council has truly reviewed the reasons justifying the request of the Education Services Department.

THAT a new regular full-time secretary for the school Pitakallak in Kuujjuaq be and is hereby approved effective 2005-03-23.

**38 ABOLITION OF A POSITION / DOCUMENTATION TECHNICIAN**

Lana informs the meeting that this position is no longer required since the person who had the position was reclassified.

On a motion duly made by Charlie Watt Jr. seconded by Adamie Alayco, it was unanimously resolved to adopt the following resolution no. 2004/05-37.

WHEREAS the position of documentation technician at the Resource Centre (Education Services) at the Head Office in Montreal and formerly held by Jeannine Desbiens is vacant following the reclassification of this position;

WHEREAS according to section 7-1.01 of the Support Staff Collective Agreement, the Board has 60 days to abolish a vacant position;

WHEREAS the Board will no longer require the position of Documentation technician's position in Education Services in Montreal;

RESOLVED:

THAT the position of Documentation technician be and is hereby abolished, effective 2005-03-23.

**39 OUT-OF-COURT SETTLEMENT FOR WALTER VERNON**

This issue was discussed in camera.

On a motion duly made by Thammusie Sivuraapik seconded by Lucassie Pilurtoot, it was unanimously resolved to adopt the following resolution no. 2004/05-38.

WHEREAS the Executive Committee has studied and approved a recommendation by the Human Resources director to end a

court case involving a former employee;

WHEREAS these decisions are usually made by the Executive Committee alone;

WHEREAS this one must be submitted to the Commissioners because it implies a total expense that will exceed 250,000\$ which is the financial limit of the Executive Committee's competence

THAT resolution No. 161 of the Executive Committee be ratified.

**40 RELOCATION UPDATE - PLAN FOR TRAINING PACKAGE**

Betsy, Gordon and Mary Aitchison made a presentation on relocation update. They informed the meeting of their needs and of the positions that have not been filled since the relocation and some of the things that need to be done in order to provide better service to the schools.

On a motion duly made by Alicie Nalukturuk, seconded by Sophie Keelan, it was unanimously resolved to adopt the following resolution no. 2004/05-39, with 10 in favor and 5 absent.

WHEREAS in the initial plans of the different phases of Relocation of Education Services to the north, "Training" of employees that are to replace previous staff members were part of the plan;

WHEREAS some services that are to be given to schools have had some delays and mishaps, such as sealift orders, due to shortage of staff members, and lack of training;

WHEREAS the workloads and extra duties had to be taken up by those who have taken these relocation positions in Kuujjuaq head office;

WHEREAS the relocation is a project by itself which had to be answered daily by those working in regular positions on top of their duties;

BE IT RESOLVED:

THAT "Training Package" as planned in the process of relocation be implemented;

THAT a person is assigned to oversee the training needs of Education Services and the different department serving the schools;

AND:

THAT Funding be requested from the government to implement the process at work of Relocation as planned.

**41 ACTIVITY REPORT - FINANCE SERVICES**

Chan Ma Quang does not have an activity report.

**42 RESULT OF ANALYSIS BY MEQ FOR 2003/2004**

Chan MA Quang explained the financial analysis for 2003-2004. The copy of the financial analysis is attached to the minutes as **Annex IV**.

**43 TAXATION OF SUBSIDIZED BENEFITS OF BENEFICIARY EMPLOYEES SOUTH**

On a motion duly made by Sarah Aloupa, seconded by Lukasi Pilurtoot, it was unanimously resolved to adopt the following resolution no. 2004/05-40, with 11 in favor and 4 absent.

WHEREAS it is an established practice of the Kativik School Board, out of concern to treat with equity its employees wherever their position is located North or South, to pay the taxes charged by the Federal and Provincial governments on part of the subsidized benefits of Beneficiary employees South, more specifically up to the maximum of the cost of two of their social trips;

RESOLVED:

THAT the Council of Commissioners hereby confirms the continuation of this practice for the fiscal year 2004;

THAT the amount of taxes to be covered by the Board be paid directly to Revenue Canada and Revenue Quebec unless the concerned employees prove that they have already paid same.

THAT the Director General or in her absence the Director of Finance be and is hereby authorized to sign the required forms and to do all things necessary or useful in order to carry out the foregoing.

**44 CULTURE CLASS - AUPALUK**

Sarah Eetok Cain said that they are in need of a culture class inside the school.

Betsy responded by saying that she will find out what is needed and if they can provide it this school year they will try and it might be only available next school year.

**45 JUNE COUNCIL MEETING POSTPONEMENT**

Sarah Aloupa says that they will keep the same dates. But Asks Sophie to verify with her school if they could put the graduation date to another date.

**46 INTERVIEWS FOR HIRING TEACHERS**



Charlie Watt Jr. says that they would like to know how they will proceed with the teachers interviews because the principal and the vice-principal have said that they will be sent C.V.'s only to do interviews.

Betsy said that this arrangement was done last year and if they require some changes that it can be done.

Mary Aitchison added by saying that after the screening and reference check has been done the administration of school board will do the selection.

Lana added by saying that the human resources management counselors went to universities to recruit and they have a hard time in finding candidates. And the school administrators will come to select on paper.

Charlie Watt Jr. says that they would prefer to select face to face. We have had teacher recruitment problem and we will always have it but they prefer to do it face to face.

Sarah Aloupa added by saying that the executive committee should be consulted before they make modification to their procedures since they are the one that pass the resolution for hiring.

Tamussie Sivuraapik by saying that if they are not doing face to face interviews and have problems with the teachers he would agree if the schools will be allowed to send them away. It is always better to do face to face interview.

Lana answered by saying that once the person has a contract that it is not easy to send people away. They have to abide with collective agreements that are in effect.

Alicie Nalukturuk says that they will have to work hard to let the Inuit take these positions and to get the proper training.

Mary Aitchison added by saying that they will interview based on their specialty and that they can proceed like that way they interview for principals positions.

Lana added by saying at the time of recruitment teachers have time to decide if they will come back or not. But they had problems because some teachers do not respect the deadlines.

**47      SCHOOL ADMINISTRATION KUUJUAQ**

Charlie Watt Jr. said that they have passed two resolutions at the education committee level to get administration at the both schools separate from each other. The administration is tired of their arrangements because they have too many things to handle at the same time.

Mary Aitchison replied by saying that they were on pilot project basis and that they would have a chance to make amendments during school organization for their school for the next school year.

Betsy added by saying that during school organization they will deal with this issue and decide how it will be done. They will get their answers within two weeks.

Mary Aitchison added by saying that all requests will be presented to the council of commissioners in June.

**48 ISUMMASARVIK/ARSANIQ/SCHOOL NAMES**

Sarah Aloupa informed the meeting that these two names of two schools have to be changed because their Inuttitut meaning is incorrect.

**49 REQUEST FOR A NEW SCHOOL - PUVIRNITUQ**

Betsy Annahatak inform the meeting that she received a request from Puvirnitug to get a new school.

Patrice added by saying that the minimum waiting time is a year but they will submit a request to MEQ and they will come back with an answer to commissioners and they will find temporary solution for the now.

**50 NEW CLASSROOM OUTSIDE OF THE SCHOOL IN PUVIRNITUQ FOR IPL CLASS.**

Tamussie Sivuaraapik inform the meeting that they are planning to take the IPL class outside of the school to make room for the new 48 kindergarten students.

Patrice Beaumelle said that he received a letter from Mireille Bergeron principal of Puvirnitug to request for a new school and they are in dire need of getting a new school.

**CLOSING OF THE MEETING**

Since there is no more business the meeting is closed on March 23, 2005

On a motion moved by Sarah Aloupa and seconded by Tamussie Sivuaraapik the meeting is closed with 11 in favor and 4 absent.

Sarah Aloupa  
President

Annie Grenier  
Director General

Harriet Keleutak  
Secretary General